

BLUE RIBBON TASK FORCE ON THE MERIT SYSTEM
MEETING

September 14, 2005 – 9:30 A.M.

MINUTES

Members Present:

Secretary Erwin Roberts – Chairman	Senator R.J. Palmer, II
Secretary LaJuana Wilcher	Senator Dan Kelly
Representative Michael Cherry	Laura Babbage
Juan G. Rodriguez	Todd Hollenbach, IV
Karen Neeley	Sarah Hall
Vickie Yates Brown	Jack Smith, Jr.
Fontaine Banks, Jr.	Joy Moore
Don Dampier	Tim Coleman

Members Absent:

Representative Jeff Hoover
John Y. Brown
Janey Moores
William Lear

Also Present:

Neville Kenning - HAY Group
Jonathan Walters – Governing Magazine
Members of the Media

The fifth meeting of the Blue Ribbon Task Force on the Merit System was called to order by Chairman Erwin Roberts on September 14, 2005 in Room 149, Capitol Annex, and Frankfort, Kentucky.

Chairman Roberts then asked for the roll call. During Roll Call, the following members were noted as absent: Representative Jeff Hoover, John Y. Brown, Janey Moores, and William Lear.

Chairman Roberts then thanked all the members for their presence and asked for a motion to approve the minutes of the September 7, 2005 meeting of the Blue Ribbon Task Force on the Merit System. A motion to approve the minutes was made and seconded. All members voted in favor of the motion to approve the minutes of the September 7, 2005 Meeting of the Blue Ribbon Task Force.

Chairman Roberts then introduced Neville Kenning from the HAY Group. Mr. Kenning then made a presentation regarding the following:

- Classification Consolidation
- Focus of restructuring merit systems in other states
- HR Professional should be an enabler of tools
- Pay for Performance
- Misalignment of classification and compensation funding
- Quality of work life to employees
- Compensation Philosophy
- Recruitment and selection
- Online Technology
- Outsourcing
- Other States implementing merit system changes
- Filling to vacancies rather than maintaining a list
- 1996 HAY Report
- Utilization of Policy Advisory Group
- Time Frame to consolidate class titles

Chairman Roberts then introduced Jonathan Walters from Governing Magazine. Mr. Walters then made a presentation regarding the following:

- Other states implementing merit system reform
- Need to match demographic and workforce needs
- Decentralize selection
- Workforce management issues
- Strategic workforce planning
- Recruit per job
- On the spot job offer pending reference check
- Performance Evaluations
- Training to managers

Chairman Roberts then opened the floor for discussion. The following items were then discussed:

- Moving the time for the September 21, 2005 meeting to 1:00 p.m. to allow the subcommittees time to meet prior to the full task force to prepare their preliminary recommendations. All members present agreed.
- Recommendation Format
- Time frame for forwarding recommendations to Governor
- Forwarding draft recommendations to employee organizations for their review and comment

There being no further discussion, Chairman Roberts moved to adjourn.